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ABSTRACT

Included in this directory is information concerning the structure, size, location, and policies of the 25 largest organizations affecting state and local employees. Among the organizations listed are the: (1) American Federation of State, County, and Municipal Employees, (2) American Federation of Teachers, (3) International Brotherhood of Teamsters, (4) National Association of Social Workers, and (5) Service Employees International Union (AFL-CIO). When applicable, information is also provided on convention dates and publications. Related directories are available as VT 015 587 and VT 015 590 in this issue. (JS)

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PUBLIC SECTOR
LABOR RELATIONS
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A Directory of Public Employee Organizations

A Guide to the Major Organizations Representing State and Local Public Employees.

November 1971

U.S. DEPARTMENT OF LABOR, Labor Management Services Admin.
DIVISION OF PUBLIC EMPLOYEE LABOR RELATIONS, Washington, D.C. 20210

FOREWORD

Recent years have witnessed the surging growth of public employee organizations. Most states and local governmental bodies now recognize, at least, the right of public employees to join and be represented by organizations of their own choosing. In the past, there have been four principal types of public employee organizations: (1) conventional labor unions, of which some have been exclusively public employee membership organizations, while others have been "mixed" with both public and private sector members; (2) professional associations, traditionally dedicated to the development of professional standards, ethics, and practices for a particular occupational group; (3) fraternal and lobbying organizations, devoted to securing benefits and legislation favorable for their members; and (4) civil service employee associations concerned with extending and protecting the merit system in public employment.

Today, as the pace of public sector organizing accelerates, the distinctions formerly demarcating these organizations have become blurred. While retaining their respective identities, they have tended, in practice, to converge toward a common position recognizing the advantages of political action and collective bargaining for improving conditions of employment and for furthering membership interests.

Each year, thousands of new bargaining relationships between public management and employee organizations are being established within widely differing legal and organizational settings. The mushrooming effect of this growth has created a need, particularly on the part of public agency representatives, for factual information. Many such officials have had little or no prior contact with an employee organization. Recognizing the seriousness of the problem, the Division has been encouraged to publish and circulate this Directory.

This Directory of Public Employee Organizations contains information on the organizational structure, location and policies of public employee organizations. The individual listings are limited to organizations that, either in whole or part, organize or represent public employees at State and/or local levels and does not include those which primarily represent Federal employees. Furthermore, this Directory is not intended to be a complete list of public employee organizations throughout the country, but rather is our best determination of those which are the "largest" (in terms of membership and regional representation) at the State and local level.

Other employee organizations not listed in this Directory, such as building trades unions, may have considerable impact on local public sector wage settlements because of the tendency, in some occupations, to use prevailing wage practices. Also, there are local public employee organizations not listed in this Directory, sometimes supported by national organizations, which may have a significant effect on labor-management relations in some occupations, such as police, within given localities. As the patterns of their growth and national affiliations become more evident, they will be listed in future editions of this Directory.

The information shown in the Directory has been either compiled or verified by an authorized representative of the listed organization. Some organizations having members in both the private and public sectors have not indicated the relative proportion of their membership within these areas. If any errors or omissions in our text are noted, they should be brought to the attention of the Division so that appropriate corrections or additions can be made in the next edition.

The Division gratefully acknowledges the cooperation and assistance received from each of the organizations. Their contributions, which have made possible this Directory, should prove beneficial to public management and employee organizations alike.

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AMALGAMATED TRANSIT UNION (AFL-CIO)

Headquarters:
5025 Wisconsin Avenue, N. W.
Washington, D. C. 20016
(202) 537-1645
President:
John M. Elliott

Jurisdiction:
Private Sector - Membership is open to employees in the transit industry including motormen, conductors, guards, brakemen, trolleymen, bus and coach operators, garage men, and all men operating cars and trains, gatemen, watchmen and wardens, all employees of the carhouses and pit department, all collectors, janitors, watchmen, yard crews, elevator men, porters, clerks, trackmen and laborers, as well as general clerical and administrative clerical employees.

Public Sector - Same as Private Sector.

Organization Type and Purpose:
An industrial, rather than a craft, labor union whose object is to organize Local Divisions to improve its members rights and benefits through collective bargainings; to place their occupation upon a higher plane of intelligence, efficiency, and skill; to encourage the formation in Local Division of sick and funeral benefit funds ; encourage the organization of cooperative credit unions in the Local Divisions; to establish schools of instruction for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employees and employers by arbitration; to secure employment and adequate pay for their work, including vacations with pay and old age pensions; to reduce the hours of labor and by all legal and proper means to elevate their moral, intellectual and social conditions.

Organizational Structure:
General Executive Board (G.E.B.) - supervises and directs the affairs of the A.T.U. and is the governing body of the Union during interims between Conventions. The Board meets at least two times a year and is made up of nine (9) members elected by the delegates to the convention for a two-year term. Board Members serve as field officers between sessions of the Board, doing organizing work and rendering advice and assistance to Local Divisions in collective bargaining and grievance matters.

International President - Nominated and elected every two years by the delegates to the convention. Chief Executive and administrative officer of the union attends meetings of the G.E.B. with a voice but no vote.

Executive Vice-President - Assists the International President; directs the activities of all field officers. Nominated and elected every two years by the delegates to the convention.

Secretary-Treasurer - Nominated and elected every two years by the delegates to the convention. The chief financial officer of the union. Acts as secretary of the convention and the meetings of the G.E.B.

Vice-Presidents (9) - Nominated and elected every two years by the delegates to the convention. Serve as field officers- same as the G.E.B. members.

Joint Councils - Two or more Local Divisions whose members are employed by the same company, shall form Joint Councils for Collective bargaining purposes, and for the purpose of taking strike action.

Local Divisions - Local Union formed of homogeneous groups of employees either in a limited geographic area or with a single employer.

Judicial Panel - General Executive Board acts as an Appeals Board from decisions of the I.P. Appeals Committee of Convention; acts as a Hearing Board for the convention.

Membership:

102,000 members in 45 states (U.S.) and 9 Provinces (Canada).
Private Sector (U.S. & Canada) - 90,000 members; 219 Locals
Public Sector (U.S. & Canada) - 43,000 members; 95 Locals

Headquarters Supporting Groups:

Legal - Earle W. Putnam

Other Supporting Groups:

Public Affairs - (Includes Legislative and Public Relations)
Walter J. Bierwagen

Work Stoppage Policy:

Encourages the principle and practice of conciliation and arbitration in the settlement of all differences between labor and capital. Requires Local Unions to offer arbitration before endorsing strikes. G.E.B. provides strike benefits of $35/week after the 2nd week of strike.

Publication:

In Transit (monthly)

Convention:

Convention every two years;
Last - Sept. 1969, New York City, New York
Next - Sept. 1971, Las Vegas, Nevada

Origin:

1892.

AMERICAN ASSOCIATION OF CLASSIFIED SCHOOL EMPLOYEES

Headquarters:

Western Office:
% Clark County School District
2831 Flamingo Drive
Las Vegas, Nevada 89109
(702)736-5450

Eastern Office:
% Ohio Assn. Of Public School Employees
88 E. Broad Street, Suite 820
Columbus, Ohio 43215
(614)864-1190

President:
Dan J. Pilione

Jurisdiction:
All classified (covered by Civil Service Statutes) school employees in member states.

Organizational Type and Purpose:
To improve professional status of classified school employees at the national level, and promote national legislations of general benefit to school employees. No particular position on labor policy at the national level. State organizations maintain autonomy on such issues. All member states prefer mandatory arbitration when possible.

Organizational Structure:
Officers - Elected annually at delegate conference.

Delegates - Two per state plus one staff member per state.

Membership:
By state. Member states include California with 52,000 members, Ohio with 30,000 members, Oregon with 4,600 members, Nevada with 1,200 members, Utah with 2,300 members, and Washington with 6,000 members. Total: 96,100.

Work Stoppage Policy:
Mandatory arbitration when possible.

Convention:
Yearly conference. Next - 1972, Washington State.
Legislative Conference, yearly. Next - 1972, Reno, Nevada.

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Headquarters:
One Dupont Circle
Suite 500
Washington, D. C. 20036
(202) 466-8050
President
Sanford H. Kadish

Jurisdiction:
Membership is open to teachers and research scholars on the faculties of approved colleges and universities (those on the accredited or "candidate for accreditation" lists of the established regional or professional accrediting agencies, subject to modification by action of the Association), and to present or recent graduate students of those institutions.

Organization Type and Purpose:
The purpose of the Association is "to facilitate a more effective cooperatio among teachers and research scholars in universities and colleges, and in professional schools of similar grade, for the promotion of the interests of higher education and research, and in general to increase the usefulness and advance the standards, ideals, and welfare of the profession" (from the Constitution of the Association).

Organizational Structure:
Council - The Council consists of the President, two Vice-Presidents, the General Secretary, the Treasurer, the General Counsel, the Chairman of the Assembly of State and Regional Conferences, the three latest living ex-Presidents, and thirty elected members. It meets semi-annually.

Annual Meeting - The Annual Meeting of delegates from chapters (and individual members) has the power to amend the Constitution; to act on recommendations presented to it by the Council; to propose action which, upon concurrence by the Council, shall become the action of the Association; and, in the event of disagreement between the Council and the Meeting, to take final action.

Council Members - Ten are elected each year for terms of three years.

Officers - The President and the two Vice-Presidents are elected bi-annually for terms of two years.

State and Regional Conferences - Upon approval by the Council, several chapters may organize a conference of the AAUP which shall be open to all chapters and unaffiliated members within the area or group. There are currently 46 conferences.

Chapters - Whenever the Active members in a given institution number seven or more, they may constitute a chapter of the Association. There are currently 1279 chapters.

Membership:
Members as of January 1, 1971 numbered 90,077.

National Staff:
The national staff consists of 18 professional staff, with a supporting staff of fifty. Regional Offices are located in New York City and San Francisco.

State Conferences:
Several state conferences are served by Executive Secretaries.

Work Stoppage Policy:
It is the policy of the Association "not to call or support a faculty strike or other work stoppage," except in the face of situations which "flagrantly violate academic freedom . . . or the principles of academic government" and cannot be corrected by "rational methods."

Publication:
AAUP Bulletin quarterly.
Academe five times a year.

Conventions·
The Annual Meeting meets in April or May each year:
1971 - Philadelphia - April 16-17.
1972 - New Orleans - May 5-6.

Origin:
Founded in 1915 by a group of college professors.

AMERICAN FEDERATION OF STATE COUNTY AND MUNICIPAL EMPLOYEES (AFL-CIO)

Headquarters:
1155 15th Street, N. W.
Washington, D.C. 20005
(202) 223-4460
President:
Jerry Wurf

Jurisdiction:
Employees of state, territory, commonwealth, county, district, school board, city, town, village or other public authority or any governmental subdivision, or any quasi-public agency or any non-profit or tax-exempt agency of a public, charitable, educational or civic nature.

Organization Type and Purpose:
A labor-union dedicated to promoting welfare of membership and providing them with a voice in the determination of terms and conditions of employment through collective bargaining, legislative and political action.

Organizational Structure:
International Executive Board (I.E.B.) - Highest legislative and policy making body when the convention is not in session. Meets at least four times a year and is made up of the President, Secretary-Treasurer, and 21 Vice-Presidents.

President - Nominated and elected every two years by the delegates to the convention. Chief executive and administrative officer of the union and presides over convention and meetings of the International Executive Board.

Secretary-Treasurer - Nominated and elected every two years by the delegates to the convention. Chief financial and recording officer of the Federation.

Vice-Presidents - Nominated and elected every two years in 19 Legislative Districts.

Councils (District/State) - Provides the professional staff for bargaining, lobbying and employee representation. Crosses political boundaries, frequently including several cities, counties, and other political bodies.

Locals - Homogeneous groups of employees, typically following occupational, departmental, or agency lines within a single political body. Responsible for maintaining membership and providing worksite stewards.

Judicial Panel - An independent body to hear and decide charges. The Panel is elected by International Executive Board and cannot include IEB members or International staff. Panel members come from the legislative district.

Membership:
A total of 520,000 members in 2,054 locals in 47 states plus Puerto Rico, the Canal Zone and the District of Columbia.

Headquarters Supporting Groups:

Research - Keith Prouty, Director

Education - Betty Miller, Director

Organizing - P. J. Ciampa, Director

Legislative - Paul Minarchenko, Legislative Representative

Publications and Public Relations - William Hamilton, Director

Legal - Abe Zwerdling, General Counsel

Community Affairs - John Martin, Director

Political Action - Girard P. Clark, Director

Work Stoppage Policy:

Claims right to strike by public employees as ultimate weapon to resolve bargaining impasses. Strikes are called by local unions. Headquarters may provide staff assistance and financial resources before and during a strike situation.

Publications:

The Public Employee (monthly) and El Empleado Publico (monthly)

Conventions:

Every two years in the Spring.

Last - May, 1970, at Denver, Colorado

Next - May, 1972, at New York, New York

Origin:

Founded in Wisconsin during the early 1930's from a number of separate local unions.

AMERICAN FEDERATION OF TEACHERS (AFL/CIO)

Headquarters:
1012 14th Street, N. W.
Washington, D. C. 20005
(202) 737-6141
President:
David Selden

Jurisdiction:
Public and private pre-school, elementary, secondary, college classroom teachers or educational workers.

Classroom teachers with supervisory authority may be admitted to membership by any local whose constitution so permits.

Organizational Type and Purpose:
A labor union dedicated to raising the standards of the teaching profession by securing the conditions essential to the best professional service through collective bargaining and legislative lobbying.

Organizational Structure:
Executive Council - Highest legislative and policy making body when the convention is not in session. Meets at least 6 times a year and is made up of the President and 20 Vice-Presidents.

President - Nominated and elected every two years by the delegates to the convention. Chief executive and administrative officer of the union and presides over convention and meetings of the Executive Council.

Vice-Presidents - Nominated and elected every two years.

Locals - Employees within a single, school system. Responsible for maintaining membership, representing members, and collective bargaining.

Membership:
A total of 230,097 (as of 5/1/71) members in 885 locals in 44 states and overseas, federations and U. S. territories.

Headquarters Supporting Groups:
Research - Robert Bhaerman, Director.

Legislative - Carl Megel, Director.

Public Relations - John Converse, Director

Legal - John Ligtenberg, General Counsel.

Colleges and Universities - Richard Hixon, Director.

State Service - John Schmid, Director.

Other Supporting Groups:

Civil Rights Department - Len Lewis, Director.

Secretary Treasurer Office - Robert Porter, Secretary Treasurer. Staff of 3.

Publication Department - David Elsila, Director.

Production & Order Dept. - Thomas Hurley, Manager.

Work Stoppage Policy:

Advocates public employee strikes as ultimate weapon to resolve bargaining impasses. Strikes are called by locals. Headquarters will provide staff assistance, as needed.

Publications:

American Teacher (monthly)
Changing Education (quarterly)

Research Department Publications:

Salary & Fringe Benefit Survey (annually)
Educational Reports and Monographs (occasional papers)

Conventions:

Every year in the summer.
1970 - last - August 1970, at Pittsburgh, Pa.
1971 - next - August 1971, at San Francisco, California
(1972 - St. Paul, Minnesota)

Origin:

Founded in Chicago on April 15, 1916.

AMERICAN FEDERATION OF TECHNICAL ENGINEERS (AFL-CIO)

Headquarters:
1126 16th Street, N. W.
Washington, D. C. 20036
(202) 223-1811

President:
William T. Cleary

Jurisdiction:
Public and Private Sector Technical and Professional Engineering personnel.

Organization Type and Purpose:
A union dedicated to improving members economic and social benefits through collective bargaining and legislative lobbying.

Organizational Structure:
Executive Board - highest legislative and policy making body when the convention is not is session; meets two times a year and is made up of the President, Secretary-Treasurer and six Vice Presidents.

President - Nominated and elected every two years by the delegates to the Convention - chief executive and administrative officer of the union and presides over Convention and meetings of the Executive Board.

Secretary-Treasurer - Nominated and elected every two years by the delegates to the Convention - administers the organizing, secretarial and financing of the Federation.

Vice Presidents - Nominated and elected every two years in five geographic areas, and one area for Federal employees - responsible for coordinating activities in their area.

Locals:
Eighty-one locals; homogeneous groups of employees either in a geographic area and/or with a given employer; 23,000 members.

Headquarters Supporting Groups:
Federal Representative; Research and Educational Director; Field Organizing Staff.

Work Stoppage Policy:
Supports public employees strikes as last resource to resolve bargaining impasses. Strikes are called by local. Headquarters provides strike benefits.

Publication:

Engineers Outlook (monthly)

Conventions:

Every two years.
Last, July 1970, Milwaukee, Wisconsin.
Next, July 1970, Honolulu, Hawaii.

Origin:

Founded in Washington, D. C. in 1918.

AMERICAN NURSES' ASSOCIATION, INC.

Headquarters:
10 Columbus Circle
New York, New York 10019
(212) 582-7230

Washington Office:
1030 - 15th Street, N.W.
Washington, D. C. 20005
(202) 296-7140

Executive Director:
Eileen M. Jacobi, Ed. D.

Jurisdiction:
Registered nurses in all areas of nursing who have been granted a license to practice, and said license is not under revocation, are eligible for membership.

Organization Type and Purpose:
A professional organization to foster high standards of nursing practice, to promote the professional and educational advancement of nurses and the welfare of nurses to the end that all people may have better nursing care.

Organizational Structure:

House of Delegates - Top policy making body. Meets biennially and is made up of delegates from all constituent associations.

Board of Directors - Composed of the officers of the Association and ten directors. Officers elected for two-year terms; five directors are elected each biennium to serve for four years. Regular meetings three times each year.

Officers - President, first Vice-President, second Vice-President, third Vice-President, Secretary and Treasurer. Nominated and elected every two years by the delegates to the convention.

Members - Licensed registered nurses. May affiliate with one or two of the five divisions on practice: community health, geriatric, maternal and child health, medical-surgical, psychiatric and mental nursing.

Commissions - responsible for developing and implementing a program of activity in their respective areas: Nursing Education, Nursing Services, Economic and General Welfare, Nursing Research.

The Congress for Nursing Practice - is responsible for defining, developing and implementing a program for the improvement of the practice of nursing.

Academy of Nursing - promotes the advancement of knowledge, education, and nursing practice.

The Council of State Boards of Nursing - is composed of one representative from each State Board of Nursing.

The Advisory Council - is composed of the ANA Board of Directors and two members representing each constituent association, one of whom shall be the President of the constituent association.

Membership:

A total of 181,175 members in 869 district associations in 50 states, the District of Columbia, Guam, and Virgin Islands.

Headquarters Supporting Groups:

Economic and General Welfare - Alice L. Ahmuty, Acting Director
Business and Personnel Services - Mary T. McDonough, Director
Membership and Association Services - James L. Hudson, Director
Government Relations - Constance Holleran, Director
Research and Statistics - Eleanor Marshall, Director
Public Relations - Anne R. Warner, Director
Legal Services - Satterlee & Stephens, Inc.

Work Stoppage Policy:

All lawful measures consistent with nurses' professional responsibilities and with the public welfare, including the use of concerted economic pressures, shall be used when necessary to achieve the objectives of the economic security program.

Publications:

American Journal of Nursing (monthly)
ANA in Action (bimonthly)
Facts About Nursing (annually)

Conventions:

Every two years in the even year.
Last - May 1970, at Dallas, Texas
Next - May 1972, at Detroit, Michigan

Origin:

Founded in 1896 as the Nurses Associated Alumnae of the United States and Canada. Became the American Nurses Association in 1911.

ASSEMBLY OF GOVERNMENTAL EMPLOYEES

Headquarters: (known as AGE Secretariat)
1108 "O" Street, 3rd Floor
Sacramento, California 95814
(916) 444-8134

President:
James F. Marshall
85 East Gay Street
Columbus, Ohio 43215
(614) 221-2409

Washington Office: (known as AGE National Affairs Office)
1224 17th Street
Washington, D. C. 20036
(202) 347-5628

Officers:
Past President, First Vice President, Secretary, Treasurer, Vice-President Eastern Region, Vice-President Central Region and Vice-President Western Region.

Jurisdiction:
Any independent public employee organization representing employees at federal, state, county, municipal or district levels.

Organizational Type and Purpose:
A nationwide federation of independent public employee organizations dedicated to the establishment, extension and maintenance of the merit system principles; the general control of personnel policy at the state or local level; and equal sharing in decision making (collective bargaining), except for selection, promotion and retention which are to be administered under merit principles.

Organizational Structure:
General Assembly - Highest legislative and policy making body, comprised of delegates representing affiliates and regions, which meets annually.

Board of Directors - Continuous legislative and policy making body when General Assembly not in session. Meets quarterly. Comprised of the President, Past President, First Vice President, Secretary, Treasurer and three regional Vice Presidents. Executive Director serves as administrative secretary without voting rights.

President - Nominated and elected each year by the delegates to the General Assembly and National Board of Directors' meetings. No limitation on office tenure.

Past President - Counselor to the President, and serves until replaced by his successor.

First Vice President - Nominated and elected each year by delegates to the General Assembly. Acts for the President in his absence or incapacity. No limitation on office tenure.

Regional Vice Presidents - Nominated and elected each year by delegates to the regional (Central, Eastern and Western) conferences. Each Regional Vice President, known as the President of his region, is responsible for the organization and direction of his respective region, shown below by states (asterisks indicate actual affiliate).

Central	Eastern	Western
Arkansas	*Alabama	*Alaska
*Illinois	*Connecticut	*Arizona
*Indiana	Delaware	*California
Iowa	Florida	*Colorado
Kansas	Georgia	Hawaii
*Kentucky	*Maine	*Idaho
Louisiana	*Maryland	*Montona
*Michigan	Massachusetts	*Nevada
Minnesota	*New Hampshire	New Mexico
Mississippi	New Jersey	*North Dakota
Nebraska	New York	*Oregon
*Ohio	North Carolina	South Dakota
Oklahoma	Pennsylvania	Texas
Tennessee	Puerto Rico	*Utah
Wisconsin	South Carolina	*Washington
	Virginia	*Wyoming
	*Vermont	
	West Virginia	

Secretary - Nominated and elected each year by delegates to the General Assembly. Serves as custodian of the records and recorder of proceedings. No limitation on office tenure.

Treasurer - Nominated and elected each year by delegates to the General Assembly. Serves as custodian of funds and administrator of the budget. No limitation on office tenure.

Membership:

A total of 451,338 in 32 locals in 29 states plus Puerto Rico, broken down as follows:

Federal - none
State - 445,336 in 29 locals
Local - 6,002 in 3 locals

Headquarters Supporting Groups:

Secretariat - S. G. Hanson, Executive Director. Staff of 2 permanent and 5 part-time to administer national programs at the direction of the Board of Directors or President.

Legislative-Legal - John R. McIntosh, Chief Counsel, National Affairs. Staff of 4 to develop, advocate and report on federal legislation and maintain appropriate liaison with federal officials.

Public Relations - John N. Bailey and William Bodkins to coordinate national and local activities.

Membership - Al Pickett, Chairman, to coordinate membership activities among the three regions.

Research - Everett B. Stiles, Director, to coordinate research activities among affiliates and with AGE Secretariat.

Other Supporting Groups:
Staffs of the three regions.
AGE Fund, Inc. (a mutual fund)

Work Stoppage Policy:
National AGE recommends to its affiliates that they surrender the right to strike upon two conditions: (1) that management not contract to private business the performance of approved government services; and (2) that specific procedures for the resolution of impasses (e.g. fact finding, mediation, arbitration, etc.) are provided and adequately financed.

Publications:
CoverAGE - Bimonthly official publication of the Assembly of Governmental Employees.

ImAGE - Quarterly publication of the Central Region of AGE

WAGE News - Quarterly publication of the Western Region of AGE

AppendAGE - Periodic releases on current AGE activities, normally published in the official publications of AGE affiliates.

AGE Research Reports - Published as prepared by the Secretariat or AGE affiliate.

AGE Directory

Convention:
General Assembly convenes annually upon sixty days' notice to affiliates, usually in the Fall. Date and place set each year by Assembly; 1971 - September 30 - October 3 at the Mountain Shadows, Phoenix, Arizona.

Origin:
1952, New York City at the National Conference of Independent Public Employee Organizations, by representatives of independent public employee organizations from California, Connecticut, Maine, Massachusetts, New Jersey, Ohio, New York and Rhode Island. Name changed to Assembly of Governmental Employees in 1958. Incorporated under the laws of California, May 4, 1970.

COMMUNICATIONS WORKERS OF AMERICA (AFL-CIO)

Headquarters:
1925 K Street, N.W.
Washington, D. C. 20005
(202) 265-0840

President:
Joseph A. Beirne

Jurisdiction:
All employees engaged in communications work as well as workers who wish to become part of the Union regardless of their field of work. The union recognizes no geographical limitation on its jurisdiction.

Organization Type and Purpose:
The objects of the Union are:

(a) To unite the workers within its jurisdiction in a single cohesive labor union for the purpose of collective effort;
(b) To improve the conditions of the workers with respect to wages, hours, working conditions and other conditions of employment;
(c) To disseminate information among the workers respecting economic, social, political and other matters affecting their lives and welfare;
(d) To advance the interests of the workers by advocating the enactment of laws beneficial to them and the defeat or repeal of laws detrimental to them;
(e) To do all things which may be necessary or proper to secure for the workers the enjoyment of their natural rights.

Organizational Structure:
Executive Board - Highest legislative and policy-making body when convention is not in session. It is made up of the President, Secretary-Treasurer, 10 Vice-Presidents, and 3 Executive Vice-Presidents.

President - Nominated and elected every three years by the delegates to the convention. As Chief Executive and administrative officer of the union, he presides over the convention and meetings of the General Executive Board.

Vice-Presidents - Nominated and elected every three years by the delegates to the convention.

Membership:
A total of over 500,000 members in more than 800 locals in 50 States, Puerto Rico and Canada. Of this number there are approximately 50,000 public employees in jurisdictions widely distributed throughout the country.

Headquarters Supporting Groups:

Research - Ronnie Straw, Director. Provides economic, statistical and bargaining research, organizing aids and materials, Congressional testimony, etc.

Education - Steve Confer, Director. Trains local officials in organizing, negotiating, and expanding Union's influence in terms of total community good.

Legislative - Ivan Swift, Director. Provides liaison between International Union and all Governmental Agencies.

Public Information - Lee White, Director. Provides communications within the Union and with the Nation's news media.

Legal - C. V. Koons, Legal Counsel. Represents the International Union and assists attorneys and affiliates in court and agency cases, to render opinions on questions concerning the application of Federal and State laws as well as questions relating to the internal operations of the Union, and to serve as liaison between Union affiliates and Federal Agencies.

Work Stoppage Policy:

The Union advocates the peaceful settlement of all disputes between employers and employees - if possible.

Publications:

Internal Information

Convention:

Annually
Last - June 1971, at Kansas City, Mo.
Next - July 1972, at Los Angeles, Cal.

Origin:

1938

DRUG AND HOSPITAL UNION: LOCAL 1199
(Affiliated with the National Union of Hospital and Nursing Home Employees, A Division of Retail, Wholesale and Department Store Union (AFL-CIO)

Headquarters:
310 West 43rd Street
New York, New York 10036

President:
Leon J. Davis

Jurisdiction:
Service, professional (except physicians and RN's), technical and clerical employees of hospitals, nursing homes and retail drug stores.

Organization Type and Purpose:
A labor union dedicated to improving members' rights and benefits through collective bargaining and permanent unity between labor and civil rights movements.

Organization Structure:
Executive Board composed of the President, Secretary-Treasurer, Executive Secretary, Financial Secretary, 4 Executive Vice Presidents, and 13 Vice Presidents.

Membership:
Local 1199's organizational activity is restricted to New York, New Jersey, and Connecticut. All organizing outside these areas is conducted by the National Union affiliates which are identifiable by the numeric 1199 followed by an alpha suffix - i.e. Pittsburgh (1199P), Ohio (1199H). There are 59,000 members in 11 locals in 11 states. 2300 state employees are organized in 2 locals. The breakdown below indicates membership distribution between Local 1199 and the affiliates of the national union.

1199	45,000
1199H	800
1199W Va	250
1199Mass	1,000
1199P&C	4,000
1199E	5,500
1199DC	350
1199RI	200

Headquarters Supporting Groups:
Research Director, Contract Coordinator - Deborah Levy
Education Department - Marshall Dubin
Health Policy Analysis - Allen Brownstein

Work Stoppage Policy:

Advocates public employee strikes as ultimate weapon to resolve bargaining impasses. Strikes are called by workers with Headquarter's approval of Executive Council. Strike benefits are provided.

Publications:

1199 News (monthly)

Conventions:

First convention of National Union to be held in December 1971, New York.

Origin:

Organized May 7, 1932 in New York City to represent registered pharmacists. In 1959, 1199 started an organizing campaign among employees of voluntary hospitals in New York City. The National Union was founded in 1969 following the Charleston strike.

FRATERNAL ORDER OF POLICE

Headquarters:
1501 North Miracle Mile Strip
Tucson, Arizona 85705
(602) 622-4664
President:
John J. Harrington

Jurisdiction:
Regularly appointed or full-time law enforcement officers of all ranks who are employed by the Federal, State or local government.

Organization Type and Purpose:
A fraternal organization which advocates and strives for uniform application of the Civil Service Merit System for appointment and promotion, to cultivate a spirit of fraternalism and mutual helpfulness among members, and to increase the efficiency of the police profession.

Organizational Structure:
National Lodge - Highest legislative and policy making body when conference is not in session. Meets at least 2 times a year and is made up of the National President, immediate past National President, National Vice-President, National Secretary, National Treasurer, National Conductor, National Guard and 22 National Trustees from States represented by a State Lodge.

National President - Nominated and elected every two years by the delegates to the conference. Chief Executive and administrative officer of the organization and presides over the conference and meetings of the National Lodge.

National Vice-President - Nominated and elected every two years by the delegates to the conference. Function - generally performs duties of President during his absence, and such other duties as ordered by Board of Directors.

National Secretary - Nominated and elected every two years by the delegates to the conference. Function - has custody of books, records, documents, Seal of the Order, office paraphernalia and equipment. Conducts general correspondence, etc.

National Treasurer - Nominated and elected every two years by the delegates to the conference. Function - custodian of the funds of the National Lodge.

National Conductor - Nominated and elected every two years by the delegates to the conference. Function - ascertains all present at Conferences and meetings are in good standing and takes up password.

National Guard - Nominated and elected every two years by the delegates to the conference. Function - has charge and control of Conference Hall or meeting place. Assists Conductor.

National Trustees Have charge of and are responsible for all property of the Order.

State Lodges - State organization affiliated with the National Lodge for the purpose of bettering working conditions of police officers relative to State Laws and pension legislation, etc.

Local Lodges - Lodge of policemen and policewomen sworn to obey and enforce all laws and ordinances impartially under all circumatances. Primarily formed for the purpose of bettering existing conditions of policemen and policewomen.

Membership:
A total of 90,000 members in 745 local lodges in 39 States.

Work Stoppage Policy:
The FOP constitution forbids strikes. Reforms are won by State and local legislation.

Publications:
National Police Journal (quarterly)

Convention:
Every two years in the month of August - odd numbered years.

Last - August 1969, at Louisville, Ky.
Next - 1971, at Phoenix, Ariz.
Next - 1973, at (pending)

Origin:
Organized in Pittsburg, Pennsylvania, on May 14, 1915.

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (AFL-CIO)

Headquarters:
905 16th Street, N.W.
Washington, D.C. 20006
(202) 347-9000

President:
William Howard McClennan

Jurisdiction:
Public Sector employees engaged in fire fighting, fire communication and fire prevention including supervisors and officers up to the grade of fire chief.

Organization Type and Purpose:
A labor union dedicated to improving members' rights and benefits through collective bargaining and legislative lobbying, as well as to place its members on a higher plane of skill and efficiency and to promote harmony between fire fighters and their employers.

Organizational Structure:

Executive Board - Highest legislative and policy making body when the convention is not in session. Meets at least 2 times a year and is made up of the President, Secretary-Treasurer, and 16 Vice-Presidents.

President - Nominated and elected every two years by the delegates to the convention. Chief executive and administrative officer of the union and presides over convention and meetings of the Executive Board.

Secretary-Treasurer - Nominated and elected every two years by the delegates to the convention. Has charge of the financial affairs of the Association.

Vice-Presidents - Nominated and elected every 2 years from 16 geographical districts. Responsible for coordinated activities in their district.

State Associations - Responsible for promoting and influencing state legislatures.

Locals - Employees within a single, political body. Responsible for maintaining membership, representing members, and conducting negotiations.

Membership:
A total of 153,437 members in 1,531 locals in 50 states and Canada, broken down as follows:
Federal - 2,580 members; 74 locals
Industrial and State - 536 Members; 17 locals
local - 134,240 members; 1,159 locals
Canadian Reg. and Fed. Locals - 16,081 members; 181 locals

Headquarters Supporting Groups:
Research and Education - Roswell L. Atwood, Director. Staff of five to provide research information and conduct all educational programs.
Organizing - Percy Clark, Director. Staff of ten.
Legislative - Jack Waller, Director.
Public Relations - Henry Fleisher, Consultant.
Legal - Edward Hickey, General Counsil.

Other Supporting Groups:
Mark Cunningham, CPA - Auditor and Accountant.

Work Stoppage Policy:
The IAFF does not advocate strikes. If they occur, Headquarters makes every effort to bring the parties together and to terminate the strike.

Conventions:
Every two years.
Last - August, 1970, at Miami Beach, Florida
Next - August, 1972, at Los Angeles, California

Origin:
Founded in Washington, D. C., in 1918.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (AFL-CIO)

Headquarters:
1200 15th Street, N. W.
Washington, D. C. 20005
(202) 265-8040

President:
Charles H. Pillard

Jurisdiction:
All electrical workers as defined in Article XXVIII of the IBEW Constitution. The jurisdiction of the IBEW covers: the manufacture, assembling, construction, installation or erection, repair or maintenacne of all materials, equipment, apparatus and appliances required in the production of electricity and its effects. The operation, inspection and supervision of all electrical equipment, apparatus, appliances, or devices by which the energy known as electricity is generated, utilized and controlled.

Organization Type and Purpose:
An international labor union dedicated to the following objects: To organize all workers in the entire electrical industry, to promote reasonable methods or work, to cultivate feelings of friendship among those of our industry, to settle all disputes between employers and employees by arbitration - if possible, to assist each other in sickness or distress, to secure employment, to reduce the hours of daily labor, to secure adequate pay for work to seek a higher standard of living, to seek security for the individual, and by legal and proper means to elevate the moral, intellectual and social conditions of members, their families and dependents, in the interest of a higher standard of citizenship.

Organization Structure:
International Executive Council (I. E. C.) - the highest legislative and judicial body when the International Convention is not in session. The I.E.C. meets quarterly and consists of nine (9) members including a chairman.

International President - nominated and elected every four years, by duly elected delegates, at the International Convention. Chief executive and administrative officer of the union.

International Secretary - nominated and elected every four years, by duly elected delegates, at the International Convention. The duties of the International Secretary shall be to keep correct records of the proceedings of the International Convention and preserve all important papers of IBEW business and to exercise fiducial responsibility.

International Treasurer - nominated and elected every four years, by duly elected delegates, at the International Convention. Financial responsibility in conjunction with the International Secretary.

International Vice Presidents - nominated and elected every four years, by duly elected delegates, at the International Convention. They work under instructions of the International President in carrying out the functions of the IBEW in their respective district.

Local Unions - have jurisdiction for specific geographical area and are responsible for maintaining membership, representing members, administering local contract(s) and conducting negotiations.

Membership:

A total of 921,722 members in 1677 Local Unions in the United States and Canada.

Federal - approximately 40,000 members; 34 Local Unions
Local - approximately 14,000 members; 74 Local Unions

Headquarters Supporting Groups:

Research and Education - T.A. Hannigan, Director
Organizing - Michael Lucas, Director
Legal - Louis Sherman, General Counsel
Journal Department - Robert McAlwee, Director
Skill Improvement - Kenneth Edwards, Director

Work Stoppages Policy:

Advocates the settlement of all disputes between employers and employees by arbitration - if possible.

Publications:

The Electrical Workers' Journal - published monthly.

Conventions:

Every four years on the third Monday in September, at such place as shall be decided upon by the International Executive Council.

Last - September 28 - October 3, 1970
Next - 1974

Origin:

Founded in St. Louis, Missouri in 1891

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Headquarters:
25 Louisiana Avenue, N. W.
Washington, D. C.
(202) 783-0525

President:
Frank Fitzsimmons

Jurisdiction:
Private Sector - Chauffeurs, truck drivers, warehousemen, workers, professional, technical, clerical & sales employees, airline employees, industrial, manufacturing and processing, automotive sales & service, communications and public utilities, retail trade services.
Public Sector - Employees engaged in: sanitary services, street and highway, non-instructional work in public education, public health and hospitals, public utilities, public transportation.

Organization Type and Purpose:
A labor union dedicated to improving members' rights and benefits through collective bargaining.

Organizational Structure:
General Executive Board - Highest legislative and policy making body when convention is not is session. Meets at least 4 times a year and is made up of the General President, General Secretary-Treasurer, 12 Vice-Presidents, and 3 Trustees.

General President - Nominated and elected every five years by the delegates to the convention. Chief Executive and administrative officers of the union preside over the convention and meetings of the General Executive Board.

General Secretary-Treasurer - Nominated and elected every five years by the delegates to the convention. Custodian of funds; financial correspondence.

Vice-Presidents - Nominated and elected every five years by the delegates to the convention.

Area Conferences - Four (Central, Eastern, Southern, Western)

Joint Councils - 49

Locals - Groups of employers in a limited geographic area or with a single employer.

Membership:
A total of 1,846,566 members in 764 locals in 50 States and Puerto Rico and Canada, broken down as follows:

Private Sector - 1,789,566 members; 680 locals
Public Sector - 57,000 members; 170 locals

Headquarters Supporting Groups:

Research - Abraham Weiss, Director, Staff of 3 to provide economic, statistical & bargaining research, organizing aids and materials, Congressional testimony, etc.

Education - Frank Lyons, Director, operates Teamster Labor Institute at Miami, Florida, to train local officials in organizing, negotiating, and expanding Teamster influence in terms of total community good.

Legislative - David A. Sweeney, Director. Staff of 2 to provide liaison between International Union and all Governmental Agencies.

Public Relations - W. Allen Biggs, Director. Staff of 2 to provide communications within the union and with the Nation's news media.

Legal - Florian J. Bartosic, House Counsel. Staff of 2 to represent the International Union and assists attorneys and affiliates in court and agency cases, to render opinions on questions concerning the application of Federal and State laws as well as questions relating to the internal operations of the Union, and to serve as liaison between Union affiliates and Federal Agencies.

Work Stoppage Policy:

Advocates public employee strikes as ultimate weapon to resolve bargaining impasses.* Strikes are called by local unions. Headquarters will provide staff assistance and financial resources in event of work stoppage.

Publications:

International Teamster (monthly).

Convention:

Every five years.
Last - July, 1966, at Miami Beach, Florida
Next - July, 1971, at Miama Beach, Florida

Origin:

1888

* except where prohibited by law of government, governmental agency or governmental authority.

INTERNATIONAL CONFERENCE OF POLICE ASSOCIATIONS

Headquarters:
1241 Pennsylvania Avenue, S. E.
Washington, D. C. 20003
(202) 544-2700
President:
Carl Parsell

Jurisdiction:
Membership is limited to bona-fide police associations. Any organization composed of full-time, sworn, law-enforcement officers who are members of an organized local, county, or state retirement system are eligible to join the ICPA.

Organization Type and Purpose:
An association of associations to conduct, study, standardize, summarize, and disseminate factual data for the purpose of promoting the professionalization of the police service and to stimulate mutual cooperation between law enforcement agencies.

Organizational Structure:
President - Nominated and elected every two years by the delegates to the convention. Chief executive and administrative officer of the association and presides over the convention.

Vice-Presidents - Nominated and elected every year representing ten geographical regions.

Membership: (as of May 11, 1971)
A total of 200,000 members in the United States plus Canada and the Panama Canal Zone, broken down as follows:

Federal - none
State - 10 member associations
Local - 128 member associations

Headquarters Supporting Groups:
Maintains a permanent legislative advocate before the U. S. Congress to protect the rights of police officers.

Work Stoppage Policy:
Opposed, but has no control over member associations.

Publications:
Notes from the International Officer and a quarterly magazine entitled LAW OFFICER

Convention:

Last - 1967
Next - July 15-22, 1971, at Los Angeles California
Next - 1975

Origin:

April, 1954. Organized in April 1953 and incorporated April 1954. In 1965 changed name from National Conference of Police Associations to International Conference of Police Associations.

INTERNATIONAL UNION OF OPERATING ENGINEERS (AFL-CIO)

Headquarters:
1125 17th Street
Washington, D. C. 20036
General President:
Hunter P. Wharton

Jurisdiction:
Employees working on or with power generated or power generating equipment. (Construction Equipment Operators, Stationary Engineers)

Organizational Type and Purpose:
An International Union with membership in the United States and Canada, affiliated with the AFL-CIO and the CLC. Functions through local unions chartered by parent organization dedicated to improvement of wages, hours and working conditions through collective bargaining.

Organizational Structure:
General Convention composed of delegates elected by local unions meets every four years to elect: General Executive Board composed of: General President; General Secretary-Treasurer; and Ten General Vice Presidents. Convention is highest authority when in session. General Executive Board is next highest authority in absence of Convention or Executive Board meeting.

Membership:
400,000 members in 300 local unions representing, among others:
Federal Government Employees in Naval Shipyards, Army Depots, GSA buildings;
Quasi public workers within our jurisdiction in TVA and other Authorities;
State, County and Municipal employees covered by its jurisdiction in highway departments, water treatment plants, etc.

Headquarters Supporting Groups:
i. Special Representative for Governmental Employees
ii. Department of Research and Education
iii. Lobbying activities under direction of General President.
iv. Public Relations
v. Legal Counsel

Work Stoppage Policy:
All workers have the right to collectively withdraw their services from any employer.

Publication:
International Operating Engineer (monthly)

Convention:
Last - April 1-5, 1968 at Miami Beach.
Next - April 24-28, 1972, at Washington, D. C.

Origin:
Chartered December 7, 1896. Affiliated with American Federation of Labor in May, 1897.

1896 - National Union of Steam Engineers.
1897 - International Union of Steam Engineers.
1912 - International Union of Steam and Operating Engineers.
1920 - International Union of Operating Engineers.

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA (AFL-CIO)

Headquarters:
905 16th Street, N. W.
Washington, D. C. 20006
(202) 737-8320
President:
Peter Fosco

Jurisdiction:
Private Sector - Laborers in Construction and building materials industries.

Public Sector - Wage board and non-appropriated fund employees at Federal level. Blue-collar workers at State and local levels.

Organizational Type and Purpose:
A labor union dedicated to improving members rights and benefits through collective bargaining.

Organizational Structure:
International Executive Board - Highest legislative and policy making body when convention is not in session. Meets at least one time a year and is made up of General President, eight Vice Presidents and one Secretary-Treasurer.

General President - Nominated and elected every five years by the delegates to the convention. Chief executive and administrative officer of the union and presides over convention and meetings of the General Executive Board.

General Secretary-Treasurer - Nominated and elected every five years by the delegates to the convention.

Vice-Presidents - Nominated and elected every five years by the delegates to the convention.

Locals - Homogeneous groups of employees either in a limited geographic area with a single employer.

Judicial Panel - General Executive Board and Hearing Panels of General Executive Board.

Membership:
A total of 600,000 members in 913 locals in fifty States and Canada.

Headquarters Supporting Groups:

Federal-Public Service Employees' Division - James J. Labenta, Director, Staff of eight to direct activities concerning public employees.

Education - Joe M. Short, Director. Staff of ten.

Research - James T. Sheets, Director. Staff of five to direct activities.

Legislative - John T. Curran, Director. Staff of three.

Public Relations - Jeffrey Miller, Director. Staff of four.

Legal - Robert J. Connerton, Deneral Counsel. Staff of five.

Other Supporting Groups:

None.

Work Stoppage Policy:

Advocates public employee strikes as ultimate weapon to resolve bargaining impasses. Strikes are by local unions when legal. Headquarters will provide assistance to resolve impasse issues, but, no strike funds.

Publications:

The Laborer (monthly)
Government Employee (monthly)
The Mail Handler
Mail Handlers News Bulletin

Convention:

Every five years in the fall.
Last - September, 1966, at St. Louis, Mo.
Next - September, 1971, at Miami Beach.

Origin:

Founded in Washington, D. C. on April 13, 1903.

NATIONAL ASSOCIATION OF COLLEGE AND UNIVERSITY ADMINISTRATORS (NEA)

Headquarters:
National Education Association
1201 Sixteenth Street, N.W.
Washington, D.C. 20036
(202) 833-4261

President: Bruce K. Nelson
215 Hilcrest Boulevard
Ypsilanti, Michigan 48197
(313) 434-2069

Jurisdiction:

Membership is open to administrators in public and private two and four year institutions who have authority to make final decisions regarding personnel employment issues. Membership in CUA includes NEA membership.

Organization Type and Purpose:

CUA's purpose is to provide services to its members for their professional welfare. Priority is given to improving salaries, working conditions, and fringe benefits; to helping local administrator organizations develop effective negotiation and grievance procedures. The administrators are represented by the CUA organization as employees working under the Board of Trustees, etc.

Membership:

Approximately 1,300 individual members.

Publications:

One publication for both NSP and CUA to be worked out in the future.

(All other infomation same as National Society of Professors)

NATIONAL ASSOCIATION OF SOCIAL WORKERS

Headquarters:
2 Park Avenue
New York, New York 10016
(212) 686 7128
President:
Mitchell I. Ginsberg

Jurisdiction:
Any person who holds a master's degree in social work, a baccalaureate degree with a major in social work or a doctorate in social work or related discipline is eligible for regular membership in the Association. Persons with baccalaureate degrees in other fields who are employed in social work are eligible for associate membership.

Organization Type and Purpose:
A professional association established to promote the quality and effectiveness of social work practice, to improve conditions of life in our society, and to promote high standards of social work practice. Although not engaged in collective bargaining, the Association is concerned with improving working conditions for social workers in both public and voluntary organizations.

Organizational Structure:
Delegate Assembly - Highest legislative and policy making body, meeting biennially and composed of 250 elected representatives of the 172 NASW chapters.

Board of Directors - Elected from a double slate by the members of the Association. Includes the following officers elected for two-year terms: president, two vice presidents, secretary and treasurer, and 21 individuals including at least one member from each of nine regions of the United States. Responsible for carrying out policies and program directives established by the Delegate Assembly, and for employing an executive director.

Chapters - 172 chapters covering the 50 states and the continental Puerto Rico. The Association also has a European chapter. Every member is assigned to a chapter, which vary in geographic coverage from one municipality to an entire state.

Membership:
See paragraph "2" above. In 1968, 60 percent were public employees. A total of 52,000 individual members.

Headquarters Supporting Groups:
Program Department includes program associate in continuing education and program associate for manpower planning and development. The latter offers consultation on labor-management relations. Other activities of the department include development of social work practice, knowledge and competence, social policy and action, and professional standards.

Other Supporting Groups:
These services are offered in whole or in part by the local chapters, particularly those in metropolitan areas.

Work Stoppage Policy:
The fact of participation in a strike by a member of NASW does not in itself constitute a violation of the Code of Ethics. NASW is opposed to laws or policies that prohibit strikes by employees. In the event of a work stoppage, however, both management and the union should work together to define and plan for staffing emergency services essential to the preservation of the lives and safety of people served by the agency. When there is a union contract, provision for emergency services should be included.

Publications:
Social Work - Journal of the National Association of Social Workers. Quarterly

NASW News - including Personnel Information. Bimonthly

Abstracts for Social Workers - Quarterly

Conventions:

Last - 1971, St. Louis, Missouri- Meeting of the Delegate Assembly
Next - 1973, Atlanta, Georgia - Meeting of the Delegate Assembly.

A professional symposium is to be held in 1972, time and date not yet determined.

Origin:
Established in 1955 from 7 predecessor organizations that ranged from 30 to 3 years' existence from their dates of origin.

NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

Headquarters:
1201 Sixteenth Street, N.W.
Washington, D.C. 20036
(202) 833-4000

President: Donald E. Morrison
President Elect: Mrs. Catharine O.C. Barrett
Executive Secretary: Sam M. Lambert

Jurisdiction:
Anyone who is actively engaged in educational service of a professional nature is eligible to become an active member of the Association. Any other person interested in advancing the cause of education may be an associate member.

Organizational Type and Purpose:
An independent, voluntary, nongovernmental, professional association dedicated to elevating the character and advancing the interests of the teaching profession and promoting the cause of education in the United States. It works for better schools and, to that end, for improvement of the professional status of teachers. The Association has encouraged and assisted the development of professional negotiations between teachers organizations and local school boards.

Organizational Structure:
Representative Assembly - Consists of delegates selected by state and local affiliates of the Association. It is the legislative and policy-forming body of the Association.

Board of Directors - Consists of members chosen by the state affiliates, of which each is entitled to one director plus an additional director for each 20,000 or more of its members. Between meetings of the Representative Assembly, the Board determines general NEA policies and major interests.

Executive Committee - Consists of NEA officers, two members chosen by the Board of Directors, and four members elected at large by the Representative Assembly for two-year terms. The Executive Committee is responsible for considering and acting on general policies and professional interests of the Association between meetings of the Board of Directors.

President - Elected by the Representative Assembly. Serves one year as president-elect, one year as president, and one year as immediate past president. Chief officer of the Association. Presides at all meetings of the Association and serves as chairman of the Executive Committee and Board of Directors.

Treasurer - Elected by the Representative Assembly for a term of three years. Responsible for the safekeeping and accounting of the general funds of the Association.

Executive Secretary - Appointed by the Executive Committee for a term of four years. He is the chief administrative officer of the Association.

State Education Associations - Statewide professional associations of teachers in every state are affiliated with the NEA. State affiliates hold conferences and conventions, elect their own officers, establish statewide policies, and manage their own affairs.

Local Education Associations - Approximately 9,000 local organizations of educators are affiliated with the NEA. Locals carry on programs of professional interest for teachers, work on local educational problems, and represent members in negotiations with the local school board.

Membership:

In 1971, there were 1,103,475 NEA members. Through affiliated state associations, the NEA represented 1,726,751 professional educators.

Headquarters Supporting Groups:

International Relations - Braulio Alonso, director
Higher Education - Charles Bob Simpson, director
Business Management - Richard E. Carpenter,assistant executive secretary
General Counsel - Robert H. Chanin, general counsel and assistant executive secretary for Legal Services
Instruction and Professional Development - James W. Becker, assistant executive secretary
Teacher Rights - Samuel B. Ethridge, assistant executive secretary
Center for Human Relations - George W. Jones, director
Government Relations and Citizenship - Stanley J. McFarland, assistant executive secretary
Administration - Thomas J. McLernon, assistant executive secretary
Personnel - Herbert R. Brown, director
Research - Glen E. Robinson, assistant executive secretary
Classroom Teachers - Margaret Stevenson, assistant executive secretary
Communications and Public Relations - John D. Sullivan, assistant executive secretary
Publications - Gordon H. Felton, director
NEA Journal - Mildred S. Fenner, director and editor
Press, Radio and Television Relations - Philip G. King, director
Organization Relations - Corma A. Mowrey, director
Field Services - Gary D. Watts, assistant executive director

a) Office of Professional Negotiations:

Provides consultative services, advises local negotiating teams, and may join them at the negotiating table. Negotiation assistance comes from negotiations specialists in ten regional offices*, and where requested, from headquarters in Washington. Objectives of this specialized unit include: improvement of written agreements, including contract language and expansion of contract provisions; advancement of state legislation on teacher negotiations, including improvement of existing statutes and addition of new

state statutes (lobbying); replace weak procedural agreements with comprehensive agreements including a grievance procedure; advocate better teacher salary schedules both in structure and in amount, promotion of broader programs of fringe benefits for teachers; instructional program to help develop a) negotiation skills - staffing negotiation seminars and workshops for affiliated associations and regional NEA offices, b) skills in presentation to mediators and arbitrators, c) back up research for effective negotiation - trends in wage settlements, incomes, cost of living, and other indicators to justify negotiation demands. d) budget evaluation and counselling, e) local association organization and planning for effectiveness in negotiation, f) publications - review, interpretation of specialized materials in negotiations field, production of guidelines; coordination of activities of all NEA units in respect to negotiation policies to the end that contradictory attitudes and philosophies are eliminated.

* Atlanta, Georgia; Annandale, Va.; Trenton, N.J.; Boston, Mass.; Kansas City, Kansas; Chicago, Ill.; St. Paul, Minn.; Denver, Col.; Burlingame, Cal.; Seattle, Washington.

Work Stoppage Policy:

The Association recommends mediation, fact-finding, arbitration, and political action as procedures for resolution of impasses. Resort to strikes occurs only in situations: (a) where conditions make it impossible for teachers to provide quality education, (b) where solutions have been proposed, but have not been conscientiously explored, and (c) where solutions have been proposed but not consumated. The Association supports efforts by local and state associations to obtain repeal of state laws that prohibit withdrawal of services.

Publications:

The NEA issues many publications on educational, professional, and organizational topics which are listed in the NEA Catalog of Publications and Audiovisual Materials. The Association publishes the following on a periodic basis:

Today's Education: NEA Journal - monthly
NEA Reporter - monthly
NEA Research Bulletin - quarterly
Negotiation Research Digest - monthly
NEA Addresses and Proceedings - annual
Research Reports, Summaries, and Memos

Convention:

Every year in the summer.
June 27-July 2, 1971, at Detroit, Michigan
June 25-30, 1972, at Atlantic City, New Jersey
July 1-6, 1973, at Portland, Oregon
July 2-8, 1974, at Minneapolis-St. Paul, Minnesota

Origin:

Founded in 1857 as the National Teachers Association. Incorporated in 1886 in the District of Columbia as the National Education Association and in 1906 was chartered by an act of Congress.

NATIONAL FACULTY ASSOCIATION OF COMMUNITY AND JUNIOR COLLEGES (NEA)

Headquarters:

National Education Association
1201 Sixteenth Street, N. W.
Washington, D. C. 200036
(202) 833-4261

President: Ralph Bottorff
2924 Sheffield Court
Ann Arbor, Michigan 48105
(313) 662-6428

Jurisdiction:

Membership is open to two-year faculty members in public and private two-year institutions whose primary responsibility is instruction or related to instruction. Membership in NFA-CJC includes NEA membership.

Membership:

A total of approximately 9,400 individual members and 175 local chapters. There are also 13 state associations affiliated with NFA.

Publications:

NFA Reports - quarterly
Junior and Community College Position Vacancies - yearly
The Junior and Community College: A Bibliography
Other miscellaneous brochures and information papers

Origin:

In 1965 the National Education Association and the American Association for Higher Education realized the need for a professional association specifically for two year college faculty members. In 1967, the NFA Board of Directors ratified the documents of the new association. In 1970, the association become a subunit of the newly appointed Division of Higher Education.

(All other information same as National Society of Professors)

NATIONAL SOCIETY OF PROFESSORS (NEA)

Headquarters:
National Education Association
1201 Sixteenth Street, N.W.
Washington, D.C. 20036
(202) 833-4261

President: Donald R. Cicero
475 Highland Avenue
Newark, New Jersey 07305
(201) 484-0793

Jurisdiction:

Membership is open to four-year faculty members in public and private four-year colleges whose primary responsibility is instruction or related to instruction. This includes counselors, librarians, nurses but excludes faculty who are authorized to influence or make final decisions regarding personnel employment issues. Membership in NSP includes NEA membership. (NEA dues are $25 a year.)

Organization Type and Purpose:

NSP's purpose is to provide services to its members for their personnel and professional welfare. Emphasis is placed on improvement of the effectiveness of the faculty and the quality of instruction. Priority is given to improving salaries, working conditions, and fringe benefits; to helping local faculty organizations develop effective negotiation and grievance procedures.

Organizational Structure:

Direction of the affairs of this organization and implementation of policy shall be vested in the Board of Directors. The Board is composed of a President, Vice-President, and a director elected from each of the seven regions:

Region I	-	Alaska, Idaho, Montana, Oregon, Washington
Region II	-	California, Hawaii, Nevada
Region III	-	Arizona, Colorado, New Mexico, Texas, Utah, Wyoming
Region IV	-	Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Wisconsin, Arkansas, Oklahoma
Region V	-	Illinois, Indiana, Kentucky, Michigan, Ohio
Region VI	-	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Delaware
Region VII	-	Alabama, District of Columbia, Florida, Georgia, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia

State Associations:
Campus Chapters
Individual Membership

Memberships:

A total of approximately 22,800 individual members and 120 local chapters.

Headquarters Supporting Groups:

NSP provides such professional services as publications, conferences, workshops, assistance in negotiations, protection of professional rights and field staff and consultants. As a member of NSP, all the services offered by the National Education Association are also available. This includes, Research Division, Government Relations and Citizenship, Professional Rights and Responsibilities, and additional benefits such as tax sheltered annuities, insurance, car leasing, etc.

Other Supporting Groups:

State Associations provide services and information similar to those of the NEA.

Work Stoppage Policy:

(See NEA)

Publications:

NSP FORUM - quarterly
Miscellaneous brochures and informational sheets

Conventions: (NSP's convention is held prior to the NEA Convention and in a neighboring city.)
June 24-28, 1971 - Ann Arbor, Michigan
June 23-25, 1972 - Atlantic City, New Jersey
June, 1973 - Portland, Oregon
June, 1974 - Minneapolis, Minnesota

Origin:

National Society of Professors was founded on April 21, 1969 and grew out of the recommendations of a task force on higher education, which was appointed by the NEA Board of Directors.

In 1970 the Society became a subunit of the newly appointed Division of Higher Education.

SERVICE EMPLOYEES INTERNATIONAL UNION (AFL-CIO)

Headquarters:
900 17th Street, N.W.
Washington, D.C. 20036
(202) 296-5940

President:
George Hardy

Jurisdiction:
Represents all workers in or around public or private buildings and institutions; professional, white-collar, blue-collar and uniformed workers. Members are employed in a number of different industries, such as office buildings, colleges, hospitals, nursing homes, hotels and in local, state and federal governments.

Organization Type and Purpose:
A labor union dedicated to improving members rights and benefits through collective bargaining, and through legislative activity.

Organizational Structure:
General Executive Board - Highest legislative and policy making body when convention is not in session. Meets at least 3 times a year and is made up of the General President, General Secretary-Treasurer, seven Vice-Presidents, and five members.

General President - Nominated and elected every four years by the delegates to the convention. Chief executive and administrative officer of the union and presides over convention and meetings of the General Executive Board.

Secretary-Treasurer - Nominated and elected every four years by the delegates to the convention. Chief financial officer.

Vice-Presidents - Nominated and elected at large every four years by the delegates to the convention.

Local Central Bodies - Joint Councils are formed at state and local levels to coordinate legislative and organizing activities.

Membership:
A total of 450,000 members in 375 locals in 46 states. Main concentration of membership is in large metropolitan cities in the North, Midwest and West Coast. Membership is broken down as follows:
Private Sector - 300,000 members
Public Sector - 150,000 members

Work Stoppage Policy:

Advocates public employee strikes as ultimate weapon to resolve bargaining impasses. Strikes are called by local union after receipt of strike sanction from International.

Publications:

Service Employee (bimonthly) - to all members.
Public Service News (bimonthly) - to public employee members.
Leadership News (monthly) - to all local union and joint council officers and representatives.
Dollars and Sense (5 times a year) - Consumer publication, general distribution.

Convention:

Every four years during the months of May, June or July
Last - May, 1968, at Washington, D. C.
Next - July, 1972 at San Francisco, California

Origin:

Chartered by the American Federation of Labor in 1921 as the "Building Service Employees's International Union." In May 1968, the 14th General Convention officially changed the name of the International to "Service Employees International Union."

TRANSPORT WORKERS UNION OF AMERICA (AFL-CIO)

Headquarters:
1980 Broadway
New York New York 10023
(212) 873-6000

President:
Matthew Guinan

Jurisdiction:
Any and all passenger or other transportation facilities, or public utilities and allied industries, or in any other industry now under jurisdiction.

Organization Type and Purpose:
An industrial labor union to unite all workers eligible,to establish through collective bargaining,adequate wage standards and retirement benefits and other conditions of employment,and to promote legislation and engage in other activity to safeguard the economic security and social welfare of working people.

Organizational Structure:
Convention - Meets every four years composed of local elected delegates.

International Executive Council - when in session, except during an International Convention, is supreme authority in the International Union. Meets four times a year and is made up of President, Executive Vice President, Secretary Treasurer, 14 Vice Presidents and 9 Convention elected Representatives.

International Administrative Committee - assists President in carrying out duties of his office. Meets on call of the President and is made up of President, Secretary Treasurer, 2 Division Directors and Administrative Assistant to the President and not more than 3 other Vice Presidents designated by International President.

International Executive Board - Meets once a year and is made up of members of the IEC and 22 additional convention elected delegates. It's primary function is to consider and adopt programs and policies to promote welfare of Union and membership.

Divisions - Locals grouped by industry - such as airlines, railroads, etc.

Locals - Homogeneous groups of employees, normally organized along connected lines.

Membership:
Of 150,000 members approximately 50,000 are in public service functions.

Headquarters Supporting Groups:
Publicity & Education - John J. O'Connell, V. P.

Legislative - Francis A. O'Connell, Director

Political Action - Ernest Mitchell, V. P.

Research - Joseph J. Madison, Director

Legal - John F. O'Donnel, General Counsel

Work Stoppage Policy:
Claims right to strike by public employees is inherent to their democratic rights. Strikes are called by Local Unions subject to membership and International approval.

Publication:
TWU EXPRESS - published monthly

Conventions:
Held every four years.
Last - September,1969
Next - October,1973

Origin:
Founded in New York City among City Transit employees in 1934.

UNITED TRANSPORTATION UNION (AFL-CIO)

Headquarters:
15401 Detroit Avenue
Cleveland, Ohio 44107
(216) 228-3000
President:
Charles Luna

Jurisdiction:
Primarily rail transportation employees but including other craft designations among which are bus company drivers and employees.

Organizational Type and Purpose:
A labor union to engage in collective bargaining and promote the interests and welfare of employees in the transportation industry.

Organizational Structure:
Delegate Assembly in Convention - Highest legislative and policy making body, meeting quadrennially. Officers nominated and elected by delegates at convention.

Board of Directors - Meets semi-annually.

President - Elected at convention by delegates. Interprets constitution.

Locals - Approximately 1800 Locals covering members in 40 States and Canada in North America.

Membership:
Approximately 260,000 members.

Headquarters:
Financial - John H. Shepherd, General Secretary and Treasurer, Cleveland, Ohio.

National Legislative Director - Al H. Chesser, Washington, D. C.

Publications and Public Relations - Lou Corsi, Cleveland, Ohio.

Organizing - George Legge, Alternate Vice President, Cleveland, Ohio.

Editor - Charles Luna, Cleveland, Ohio.

General Counsel - Robert L. Hart, Cleveland, Ohio.

Work Stoppage Policy:

Only a small number of members could be considered public employees. UTU favors strikes as the ultimate weapon to settle labor disputes when all other avenues of approach have been exhausted. UTU does insist upon the right to strike as one of the fundamental guarantees of our constitution in the United States.

Publications:

UTU Transportation News (weekly)

Conventions:

Every four year with first convention since unification scheduled for August, 1971.

Origin:

Founded January 1, 1969, by merger of four veteran operating Brotherhoods; BRT, BLF&E, ORC&B and SUNA (see additional material).

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